

PAY DIFFERENTIAL 384
RECRUITMENT AND RETENTION DIFFERENTIAL PAY – R01, R10, AND EXCLUDED

Effective: 11/01/09

Revised: 11/01/09

Expires: 12/31/10

| CLASS TITLE | CLASS CODE | CBID | DEPARTMENT |
|---|------------|------|------------------------------|
| Rank and File: | | | California Energy Commission |
| Energy Analyst | 5837 | R10 | |
| Planner I – Energy Facility Siting | 4734 | R01 | |
| Planner II – Energy Facility Siting | 4756 | R01 | |
| Excluded: | | | |
| Planner III – Energy Facility Siting | 4737 | S01 | |
| Office Manager I, California Energy Commission | 4523 | M01 | |
| Office Manager II, California Energy Commission | 4524 | M01 | |
| Office Services Supervisor II (General) | 1150 | S04 | |
| Staff Services Manager II (Supervisory) | 4801 | S01 | |

| RATE | EARNINGS ID |
|---|-------------|
| <ul style="list-style-type: none"> Recruitment: \$300 per qualifying pay period effective November 1, 2009 through December 31, 2010 | 8P41 |
| <ul style="list-style-type: none"> Retention: \$300 per qualifying pay period for the period of November 1, 2009 through December 31, 2010, paid lump sum. | G4 |

| CRITERIA |
|--|
| Employees in the above classifications will be eligible for this pay differential. The pay differential shall be subject to the following criteria: |
| <ul style="list-style-type: none"> An employee must be in the above classes in the Siting, Transmission and Environmental Protection Division (Siting Office, Compliance Office & Dockets, Environmental Office, Special Projects Unit) at the department. An employee who is hired by the department during the period of November 1, 2009 – December 31, 2010 and is still employed in the eligible position on December 31, 2010 by the department will receive a pro rata lump sum payment for each qualifying pay period. An employee who separates, transfers, or resigns from the department prior to December 31, 2010 will not be eligible to receive the retention pay lump sum payment. There will be no pro rata payment. Effectiveness of this pay differential will be reviewed by DPA periodically. This differential terminates on December 31, 2010 or before due to lack of departmental funds or by discontinuance as authorized by DPA. |

| IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE: | |
|--|------------------|
| PRO RATED | No |
| SUBJECT TO QUALIFYING PAY PERIOD | Yes |
| ALL TIME BASES AND TENURE ELIGIBLE | Yes (except RAs) |
| SUBJECT TO PERS DEDUCTION | No |

SECTION 14:**PAY DIFFERENTIALS**

| INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY | |
|---|---------------|
| OVERTIME | No/Yes (FLSA) |
| IDL | No |
| EIDL | N/A |
| NDI | No |
| SDI | No |
| LUMP SUM VACATION | No |
| LUMP SUM SICK | No |
| LUMP SUM EXTRA | No |